

EO/EEO/POSH Overview

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Purpose

- 1. Increase awareness about EEO principles (Review of programs)**
- 2. Increase awareness of complaint procedures**

**“Treating people
fairly & what
happens if someone
thinks you haven’t”**

**This is what this class
is about!**

EEO & EO are two separate, but similar programs, both mandated by Federal Law:

EEO= Technician/Civilian Program

(Guided by EEOC & NGB Directives)

EO= Military Program

(Guided by DoD, Army, & NGB Directives)

EO/EEO Programs

Purpose:

- 1. Foster equal opportunity**
- 2. Resolve complaints fairly and quickly & at the lowest level possible**
- 3. Provide just and effective redress to aggrieved persons when complaints are not resolved**

EO/EEO is important to you because:

- **It's the right thing to do**
- **Treating people fairly and IAW laws and regulations will make us a more effective work force**
- **Treating people fairly and IAW laws and regulations will avoid trouble- even serious trouble!**

People involved in EEO in NH:

- **SEEM-Tom Bunting**
- **EEO Counselors- EEOC trained in May 2005**

6 in Pease Area -- 3 in Concord Area

Elaina D'Orto

Susan Reynolds

Brigid Duggan

David Routhier

Dennis Kehl

Michele Vatcher

Mike Mercier

Michael Ploof

Kim Urice

- **See EEO Posters or EO/EEO Website**

People Involved in EO

- **HR/EO Officer-**

Maj Mike Jacques (>15 Nov)

Capt Mary Hennessey

- **EOA**

SFC Susan Reynolds

SFC Jim Whelan

(See EO Posters or Website)

People Involved in EO/EEO- YOU!

You are the one that can insure equal opportunity in the workplace!

You can do this by:

1. Setting a good example.
2. Avoiding stereotyping in thoughts, words, and deeds.
3. Not making comments or telling jokes that demean a group of people.

Supervisors should:

1. Avoid pandering to a particular group.
2. Be steadfast in not allowing sexist, racist, or ethnic jokes or comments.
3. Be an outspoken advocate for equal opportunity.

Discriminatory Bases

RACE

COLOR

GENDER

RELIGION

NATIONAL ORIGIN

AGE (>40)

DISABILITY

SEXUAL HARRASSMENT

REPRISAL

Sexual Harassment

Any person in a supervisory, managerial or command position who **uses** or **condones** implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment.

Similarly, any military member or civilian employee who makes deliberate, or repeated, **unwelcome** verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

Sexual Harassment- 2 Types

1. **Quid Pro Quo** - occurs when an employee is subject to unwelcome sexual advances and submission to such are made the basis for hiring, firing, and other personnel actions.
2. **Hostile Environment**- exists when any type of **unwelcome** sexual behavior creates a hostile or offensive work environment- in other words- an employee's job performance, morale, and/or physical or mental well-being are affected. Examples of sexual harassment include:
 - Unsolicited and unwelcome flirtations, advances, or propositions.
 - Graphic or degrading comments about an employee's appearance, dress, or anatomy.
 - Displays of sexually suggestive objects or pictures.
 - Off-color jokes and offensive gestures.
 - Sexual or intrusive questions about an employee's personal life.
 - Explicit descriptions of the harasser's own sexual experiences.
 - Abuse of familiarities or diminutives such as "honey", "baby", "dear", etc.
 - Unnecessary, unwanted, physical contact such as touching, hugging, pinching, patting and kissing.

What if someone believes he/she has been discriminated against?

She/he may:

- **Contact the supervisor.**
- **Contact the SEEM.**
- **Contact an EEO Counselor (Civilian).
or HR/EO or EOA (Military).**
- **Contact the supervisor's supervisor.**
- **Contact NGB directly.**
- **Contact EEOC directly.**

EEO/EO Complaints

must:

Be made within:

- **45 days of occurrence**
- **60 days of occurrence if activated
(Title 10 in excess of 30 days)**
- **180 days of occurrence if any
Guard military status (Title 32)**

**Generalities of the complaint
process follow:**

Complaint Process

(See EO/EEO Website for more details.)

- 1. Counseling/Fact Finding/ Informal Resolution (Informal Phase)**
- 2. ADR Offered (Alternate Dispute Resolution)**
- 3. Complaint Filed (Formal Phase)**
- 4. Investigation**
- 5. Findings issued**
- 6. Resolution/Restitution or Appeal**

Confidentiality is strictly enforced.

Reprisal:

Reprisal means that the employee suffered negative consequences because of his/her involvement in the EEO process.

- Don't do it!
- Don't allow it!
- Don't joke about it!
- Don't talk about it to others!

In Summary:

- **Expect to be treated fairly.** It's **your right.**
- **Treat others fairly.** It's **your duty.**

If you have any EO or EEO concerns, contact the SEEM or any EEO or EO counselor. Your inquiry will be kept absolutely confidential, as will the entire process, if you request it.

- **Visit the EO/EEO website occasionally.** Here's how to do that:

From “Old” Army Web Site

- 1. Go to HRO Page**
- 2. Scroll down to “Equal Opportunity” section**

Welcome to the Equal Opportunity (EO/EEO) Web Page !

The words "Equal Opportunity" mean fair and equitable treatment for all. Equal Opportunity (EO) and Equal Employment Opportunity (EEO) are separate programs with similar goals that refer to military members and civilian members of the NHANG respectively. Both programs exist to insure equal opportunities for all employees with regards to race, religion, national origin, age, gender, and disability and to provide a workplace free of sexual harassment and reprisal for those who file complaints for any of the above. This web page exists to disseminate information concerning these programs as well as general EO/EEO, Civil Rights, and Diversity Information that may be useful and/or interesting to all members.

[NHANG EO Staff Directory](#) ** [Technician \(EEO\) Staff Directory/EEO Counselors](#) ** [NHANG EO Staff Directory](#)

(Contact any of these people for information, or guidance about where to get information, about any EO/EEO question or concern.)

EO Policy Letters

[EO- \(Equal Opportunity\)](#)

[PSOSH - \(Policy Statement on
Sexual Harassment\)](#)

Technician (EEO) Information

EEO Handbook for Supervisors



Racism Revival ????

For some observers, history repeating itself

Signs point to revival of racism

By [Michael E. Ross](#)

Reporter

MSNBC

Updated: 1:23 p.m. ET June 12, 2005

References:

- NGR (AR) 690-600/NGR (AF) 40-1614 (Civilian)
- NGR 600-22/ANGI 36-3 (Military)
- Supervisor's EEO Handbook
- Regulations are also on EEO Website

Training:

- ARNG
 - POSH- Annually
 - EO- Annually; EEO- Not definitively defined.

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